

Civil Service LEADER

America's Largest Newspaper for Public Employees

Albany Region Meeting

— See Page 16

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THE PUBLIC EMPLOYEE

By DR. THEODORE WENZL
President,
Civil Service Employees Association



For those of us to whom the Civil Service Employees Assn. is an important part of life, a critical episode has just reached a happy ending. I refer, of course, to the recent challenge to CSEA's representation rights in the State, Professional, Scientific and Technical Negotiating Unit.

A representation election campaign in a large bargaining unit is a lengthy ordeal at best. This one seemed truly interminable and painful since we had to go through the whole thing a second time—and in the middle of the winter holiday season, at that.

In the end, of course, we won. But the fact that it wasn't as easy as we thought it would be should make us that much more grateful of the outcome.

This is the single thought I would like to leave with all those PS&T members who came through with their support for CSEA in this election. Please rest assured that your loyalty is appreciated by the organization as a whole.

And as for CSEA's leadership, it's a vote of confidence that'll give us a flying start as we go to the bargaining table on your behalf.

CSEA Assails DOT Memo OKing Outside Firm Hire After Full-Timer Layoffs

ALBANY—The Civil Service Employees Assn., charging a "classic example of a contract violation," attacked Department of Transportation orders last week which authorize hiring of outside firms to perform work previously done by laid-off permanent DOT workers.

According to CSEA, the same DOT memorandum points out that "additional source of construction supervision staff" stopped filling seasonal positions lasting from three to nine months—positions which will carry an engineering technician level. That, CSEA said, is one of the grades specifically affected by the layoffs recently ordered within the department.

CSEA, which recently won a precedent-setting arbitration decision involving an earlier lay-off of DOT personnel qualified to do work the department had contracted to private firms, released copies of an official mem-

orandum dated Jan. 12 to all DOT regional directors and regional construction engineers.

That memorandum, from Jack Sternbach, director of the construction subdivision of DOT, stated "An update of the regional work plans is critically needed . . ." because "it is apparent that there remains an insufficient number of state forces in all regions to supervise the projected construction program for next season."

Grievance Hearing

That memorandum was presented by CSEA in support of a grievance the large labor union has filed on behalf of all engineering titles affected by the current layoffs in DOT. CSEA's grievance was heard at the third step on Feb. 4, and the union is currently awaiting the state's decision on the grievance at that level. Similar to the earlier successful arbitration argument, CSEA's contention is that it is a contractual violation for the state to lay off DOT employees—in this case those holding engineering titles—while contracting-out work those individuals are qualified to perform.

A CSEA spokesman said that if its third step grievance is turned down, it is prepared to move to arbitration on the issue.

"In our opinion, this is a classic example of a contract violation," the CSEA spokesman said. "The recent important arbitrator's decision favoring CSEA in an almost identical situation, in the same department, indicates that we are on very solid

footing with our present grievance. If our grievance is denied, we definitely will move to arbitration to get this matter corrected."

In the memorandum by Mr. Sternbach, the writer first speaks of the insufficient number of supervisory personnel for the department's construction program, and then directs, "to insure adequate lead time, the initiation of

(Continued on Page 3)

Transfer Mrs. Wenzl

ALBANY—Pauline Wenzl, wife of Civil Service Employees Assn. president Theodore C. Wenzl, is scheduled to be transferred soon from Albany Medical Center, where she is undergoing treatment for a broken leg.

CSEA's First Lady will continue her convalescence at Child's Nursing Home, Hackett Blvd., Albany.

Her leg was broken as the result of a fall three weeks ago during a snow storm.

Snow Absence: Local Option?

ALBANY—State employees outside Albany County may have some bad news coming after all, if they were unable to report to work Feb. 2, because of the fierce snow storm in many parts of the state that day.

It was believed last week that Governor Carey had excused all state employees for absence that day, and that those who did get to work would be granted a compensatory day without charge to their leave accruals.

Civil Service Commission Chairman Victor S. Bahou has since sent a memorandum giving department and agency heads the option of making absence determinations for their employees.

Mr. Bahou, in his ground rules, said that at least 50 percent of the employees would have had to be absent due to weather or road conditions in order for the employees to be excused in any given work location.

A spokesman for the Civil Service Employees Assn. said that the union is studying the Bahou directive to determine what course of action it will take.

Plan To Cut Labor Standards Staff 40% Draws CSEA Anger

ALBANY—The decision of the State's Division of the Budget to eliminate \$1.5 million from the Department of Labor's Division of Labor Standards by effecting a 40 percent reduction in staff was attacked by the Civil Service Employees Assn. last week.

The target of the layoffs has generally been supervisors and investigators employed in the minimum wage inspection program. The division, which employs about 300 people statewide, enforces state labor laws concerning minimum wages, equal pay, hours of work, child labor, payment of wages and fringe benefits, industrial home work and migrant farm labor.

Franklin E. White, Deputy Director of the Division of the Budget's Executive Department, has maintained that routine inspections, as performed by em-

ployees of the minimum wage inspection program, "are less effective in terms of collection of wage underpayments than those made as a result of complaints. Accordingly, the Division of Labor Standards will focus prime attention on investigations based on complaints."

William Blom, director of research for CSEA, termed the decision to eliminate the program "an inadequate and dangerous

rationale for budget cuts that threaten to wipe out the protection formerly afforded the working poor by state labor laws in existence since the 1930's."

Mr. Blom said inspection of business establishments on a non-complaint basis during the first 10 months of 1975 found 3,500 business establishments to be underpaying employees.

"These figures might indicate

(Continued on Page 14)

Thruway Workers Warned That Latest Challenger Is SEIU Under Disguise

ALBANY—New York State Thruway Authority maintenance, toll and clerical employees represented by the Civil Service Employees Assn. have been warned that a by now familiar rival labor union is again attempting to mount a challenge to CSEA's representation rights for the Thruway Unit 1 employees.

"It's the same old bunch, Service Employees International Union, using a new name to disguise themselves," members of the CSEA Thruway Unit 1 negotiating team told unit mem-

bers in a letter sent this week in the wake of a new challenge effort by SEIU. The rival union is now calling itself NYS Thruway Local 698, AFL-CIO.

"It's really SEIU, and it's the same bunch that forced serious

(Continued on Page 3)



Sen. Dunne Leads Fight

To Curb Medical Insurance Rates

BEFORE too long, the State Legislature will have to come to grips with problems of medical malpractice insurance and what needs to be done to put an end

(Continued on Page 6)

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Your Legislators — See Pages 8, 9

Coupon To Protest Labor Staff Cuts — See Page 14

Engineer Tech, Lab Employee, Inspector State Jobs Opening

ALBANY—Engineering technicians, laboratory animal caretakers, gas inspectors and motor vehicle inspectors are being recruited through Mar. 8 for posts in New York State offices. Starting salaries for the open-competitive jobs range from \$7,616 to \$10,714 a year. Tests for all posts will be held Apr. 10.

For engineering technician (environmental quality), Exam 34-391, candidates must be high school graduates and have two years' experience assisting in civil, sanitary chemical or mechanical engineering. Applicants must also have completed a two-term course in geometry and either a course in trigonometry or a course in math 11 which includes trigonometry.

Candidates meeting all requirements for engineering technician, and who have one additional year of experience, may apply for senior engineering technician (air pollution control), Exam 24-395; senior engineering technician, (solid waste management), Exam 24-396; or senior engineering technician (waste pollution control), Exam 24-398.

Applicants with a year's experience as a laboratory animal caretaker for a hospital, institution

or lab administered by New York State government, or two years' in the handling and care of small animals or graduation from a two-year agricultural and technical institute may apply for senior laboratory animal caretaker, Exam 24-197. Candidates meeting all senior caretaker requirements and having one additional year's experience and a year's experience in the supervision of employees may apply for principal laboratory animal care-

Region III Meeting

NEWBURGH—There will be a regular meeting of the executive board of Southern Region III, Civil Service Employees Assn. Thursday evening, Feb. 19. The meeting, which will begin at 8 p.m., will be held in the Holiday Inn, Newburgh.

taker, Exam 24-198. For gas and meter tester, Exam 24-385, applicants must have six months' experience in constructing, repairing or testing gas meters or testing gas for heat content and purity. Applicants, in addition, must have two years of work experience.

One year testing gas for heat content and purity; constructing repairing or testing gas meters; or drafting and analyzing utility billing statements, may apply for gas inspector, Exam 24-386. In addition, applicants must have two years' work experience, of which one year should involve gas industry operations.

High school graduates with five years' experience in the repair and mechanical inspection of buses or heavy-duty trucks including two years' in both controlled and preventive maintenance programs, may apply for motor vehicle inspector, Exam 24-388. A satisfactory equivalent combination of the above training and experience is also acceptable.

Applications and detailed information may be obtained from the New York State Civil Service Department, Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

Occupational And Physical Therapist Job Slots Open

ALBANY—The State Department of Civil Service is continually accepting applications for occupational therapists and physical therapists for posts in the Department of Mental Hygiene, Health Department and The State University of New York. Starting salary is \$11,337 a year.

To qualify for occupational therapist, exam 20-176, applicants must have a bachelor's degree and registration as an occupational therapist with the American Occupational Therapy Association. A bachelor's degree in occupational therapy and a state occupational therapy license will also be accepted.

Candidates with a degree in physical therapy and a license issued by the State Department of Education may apply for physical therapist, exam 20-177.

Candidates who have a temporary license to practice in New York State may be appointed, but must obtain their license within one year.

Candidates for both positions will be rated on the basis of their training and experience. There will be no written test.

Applications may be obtained from the State Civil Service Department, Two World Trade Center, New York, N.Y.; Suite 750, 1 West Genesee St., Buffalo, N.Y. or the State Office Building Campus, Albany, N.Y.

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EIGHTY-THREE YEARS of combined service and a fine record says North Hempstead Town Supervisor Michael J. Tully Jr., center, as he presents outstanding service awards to maintenance foreman Charles Jetter, left, for 35 years and foreman Stanley Osiecki, right, both residents of Albertson, for 48 years of continued service in the Town's highway department. Looking on is highway department head Phillip Ellwood, of Great Neck.

Senator Johnson Joins Opposition To Schwartz As Head Of Corrections

ALBANY—State Senator Owen H. Johnson (R-Nassau, Suffolk) has joined the opposition to the nomination by Gov. Hugh L. Carey of Herman Schwartz as Commissioner of Corrections and urged the Governor to withdraw it.

Several groups, including the Civil Service Employees Assn.'s law enforcement committee, unions representing guards at several prisons, the Police Conference of New York, Inc. and the State County Sheriff's Assn., have been critical of the nomination of Professor Schwartz. The CSEA committee's criticisms covered Professor Schwartz's proposed reforms in the areas of prisoner correspondence, visitation and religion.

On the issue of correspondence, the committee said, the proposed reforms would "so greatly limit jail personnel's right of control that a search warrant is needed to even open a letter. The proposal on visitation, the CSEA group said, would so liberalize the policy that the welfare of jail personnel, prisoners and visitors could be jeopardized. The committee also noted that Professor Schwartz's proposals in the area of religion would cause undue inconvenience to jail personnel in preparing a variety of acceptable meals and that the wearing of medals and symbols is unsafe because they might be made into weapons.

Professor Schwartz was nominated by the Governor last Aug. 12. Al Sgaglione, head of the Police Conference, urged Governor Carey "to admit his mistake" and withdraw the nomination. "In the short time Governor Carey has appointed him," Mr. Sgaglione said of Professor Schwartz, "he has shown an incredible insensitivity to both the

needs of the professional law enforcement officer and the integrity of the penal system."

Senator Johnson noted that "An example of Mr. Schwartz's radical leadership is demonstrated in his hiring practices. He has been acting as temporary head of Corrections for the past six months and so far has appointed three convicted felons, one a disbarred lawyer, to work for the Department as inspectors at three Civil Service grades above experienced inspectors.

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Civil Service Leader
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Albany Region IV Begins Campaign To Locate Jobs For All Laid-Off Workers

ALBANY—In an effort to assist those Civil Service Employees Assn. members who have been laid off by the Carey Administration, CSEA Albany Region IV will provide employment search services for those who request them.

The union is also conducting court actions against the layoffs, contending that they are illegal.

Region IV president Joseph McDermott explained, "First, CSEA is determined to carry forward its battle against the layoffs all the way to the U.S. Supreme Court, if necessary. But CSEA realizes that this procedure will take time, even under the best of circumstances, so the Albany Region is now attempting to serve the needs of its laid off members as they face the challenge of finding another job in a bad economic period.

sumes of various state job titles that match private industry positions."

"Any laid-off CSEA member can contact the Albany Region at (518) 459-5595 or send a copy of his or her resume to CSEA, 10 Colvin Ave., Albany, New York 12206, and we will be happy to send them the job opening information we have or refer their resume to companies seeking experienced, mature employees," Mr. McDermott concluded.

John L. Sullivan

SYRACUSE—John L. Sullivan, a field representative for the Civil Service Employees Assn.'s Syracuse Region V, died Feb. 9 at Crouse-Irving Hospital here following emergency surgery. Mr. Sullivan was 29.

Mr. Sullivan was a former president of the City of Corning CSEA chapter and joined the union's staff as an organizer on July 15, 1974. He was named a field representative a year later and served in Cortland, Jefferson, Seneca, Cayuga and Oneida Counties.

Born in Elmira June 15, 1946, Mr. Sullivan attended Southside High School there. Following graduation, he studied at Cornell University. Mr. Sullivan was a member of the Syracuse University Club and several civic and fraternal organizations. He leaves his wife, Marilyn, a daughter, Patricia, 6, and a stepdaughter, Cindy, 19.

Services for Mr. Sullivan were held in Syracuse with interment in Elmira.

Pass your copy of The Leader on to a non-member.

Or Write In

Toll-Free Number To Report Gov't Waste, Inefficiency

A toll-free 800 telephone number has become operational to assist the CSEA/Stein Joint Committee on Waste and Inefficiency in Government to collect and document examples of waste, inefficiency and 'fat' in government.

Anyone with information for the committee should immediately call this toll-free number, which is operational 24 hours a day with a recording device to receive messages around the clock: (800) 342-3697.

(800) 342-3697

In addition, any persons desiring to give more detailed information in any of the above mentioned areas may do so by writing directly to Box 25, The Civil Service Leader, 11 Warren St., New York, N. Y. 10007. All correspondence will be forwarded—unopened—to the Joint Committee at CSEA headquarters in Albany.

All information received will be confidential, but the caller should leave his or her name and telephone number so that the committee staff can follow up with a personal contact for complete information. Informants' names will be strictly confidential and will not be revealed.



SUNY AT PURCHASE — Civil Service Employees Assn. vice-president James Lennon administers oath to officers of State University College at Purchase chapter 637. From left are chapter president John Olsen, executive vice-president Lenny Gerardi, vice-president Ellen Grosso, treasurer Mario Tarantino and secretary Joseph Tedesco. The chapter is a member of Southern Region III, which is headed by Mr. Lennon.

Thruway Workers Are Warned On A Disguised SEIU Challenge

(Continued from Page 1)
days in Unit 1 negotiations in 1974 before withdrawing from the challenge. And it's also the very same bunch that tried to mount another challenge last year before withdrawing under the heat of an official investigation into the validity of their designation cards," the bargain-

ing team members said. CSEA has been negotiating with the Thruway Authority for a new contract that would be effective July 1. Contract talks have been going on since early January, and the CSEA team members warned that "the rival union obviously is once again interested in disrupting your con-

tract talks. That is exactly what would happen if SEIU is able to obtain enough signed designation cards to force an election. They've messed up negotiations before, and there is too much at stake to let them do it again. Don't sign their cards or petitions, and in that way you can prevent a challenge and enable your important contract talks to progress," team members told the Thruway employees.

The present two-year contract expires June 30. In order to force an election, a challenging union must file the necessary signed designation forms by the end of May. SEIU recently mailed out petition forms to Unit 1 employees seeking to obtain the required 30 percent signatures from employees within the bargaining unit. Unit 1 consists of approximately 2,300 employees.

Bicentennial Thought

Our democratic government engine has run about the world terrain effectively for 200 years. It is now sputtering and losing power. With an engine overhaul and a few new parts it can serve us effectively for another 200 years.

Theodore C. Wenzl
President
Civil Service Employees Assn.

Man Of Year

Congressman Leo C. Zefereetti (D-C-Brooklyn) is the Columbia Association of the Brooklyn Post Office "Man of the Year." He received his award at a Feb. 7 dinner at McCall Terrace in Brooklyn.

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N. Y. 10007. Attn.: CSEA Calendar.

FEBRUARY

- 18—Rockland County unit meeting: 7:30 p.m., Jon Michael's (formerly Ripples of Rockland), Phillips Hill Road, New City.
- 18—Marcy Psychiatric Center chapter executive council meeting: 5 p.m., Alexanders.
- 18—Buffalo chapter dinner meeting: 6 p.m., Statler Hilton, Buffalo.
- 19—Southern Region III board meeting: 8 p.m., Holiday Inn, Newburgh.
- 19—New York City chapter executive board meeting: 5:15 p.m., Miller's Restaurant, 233 Broadway, Manhattan.
- 20-21—Syracuse Region V delegates meeting: Syracuse Hotel, Syracuse.
- 21—SUNY at Albany chapter general membership meeting: 5 p.m., Pine Haven Country Club, Siver Road, Guelderland.
- 21—Capital District Armories chapter luncheon meeting: 10 a.m., New Scotland Avenue Armory, Albany.

MARCH

- 1—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.
- 5—Binghamton chapter dinner-dance: 6:30 p.m., Fountains Pavilion, Johnson City.
- 5-6—Western Region VI meeting: Statler Hilton Hotel, Delaware Avenue at Niagara Square, Buffalo.
- 12—Marcy Psychiatric Center chapter general meeting: 7 p.m., The Burrstone, Burrstone Road, Utica.
- 14-19—Delegates' meeting, Concord Hotel, Kiamesha Lake.
- 21—Westchester County chapter Third Annual Dinner-Dance: 8 p.m., Riviera Beach Club, 360 Davenport Ave., New Rochelle.

APRIL

- 5—West Seneca DC chapter general meeting: Veterans of Foreign Wars Post, 299 Leydecker Road, West Seneca.

Memo, OKing The Hire Of Outside Firms, Is Attacked

(Continued from Page 1)
private firm contracts to fill the efficiency should begin promptly."

The CSEA spokesman commented, "The insufficient num-

ber of supervisory personnel is a direct result of recent layoffs, especially in engineering titles, within the Department of Transportation. What this memorandum is saying is, DOT created

the manpower shortage, so now go to outside firms to hire some people to fill in the gap. Well, CSEA says that's legally wrong as well as being more costly to the taxpayers at the same time."

Brotherhood Group Holds Awards Luncheon Feb. 26

MANHATTAN—The New York State Employees Brotherhood Committee will hold its 23rd Annual Brotherhood Observance Thursday, Feb. 26, at the Roosevelt Hotel, Madison Avenue and 45th Street, Manhattan.

The committee consists of 12 labor, professional and fraternal organizations including the New York City chapter, Civil Service Employees Assn. and the American Legion.

G. Douglas Pugh, Executive Deputy Industrial Commissioner, will be presented with the Potoker Award, which the committee gives annually to an elective or appointive official. Louis Mancinelli, a senior employment interviewer, will receive the committee's Employees' Brotherhood Award, which each year goes to a career employee.

Registration will begin at the hotel at 9 a.m. followed by a 10 a.m.-noon panel discussion on "Brotherhood In This Bicentennial Year." A luncheon in the

Roosevelt Grand Ballroom will be held at 1 p.m.

Tickets, which are \$15, and additional information are available from the following:

Sam Emmett, Department of Taxation, (212) 488-4525; Geneva Winston-Lynes, Motor Vehicle Bureau, (212) 488-6252; Carmine Ruberto, Labor Department, (212) 488-6372; Julia B. Riedel, Labor Department, (212) 260-1100; Mae Duncan, Labor Department, (212) 736-1700 Extension 288; Dr. Mancinelli, Labor Department, (212) 688-0540; Bert Harris, Labor Department, (212) 488-6635; Adele Dubois, Workmen's Compensation, (212) 488-2070, and Elsie Ginty, State Insurance Fund (212) 964-7100 Extension 647.

Latest State And County Eligible Lists

EXAM 39-086
SECURITY HOSPITAL SENIOR TREATMENT ASSISTANT
Test Held Oct. 1975
List. Est. Jan. 30, 1976

- 1 Dombal Bennie Slate Hill104.6
- 2 Pape Charles A Middletown104.3
- 3 Gardner Edward Middletown100.4
- 4 Foley Thomas S Goshen99.7
- 5 Boyd Ida M Middletown99.6
- 6 Stanish John P Wallkill98.7
- 7 Bailey Norman D Middletown98.3
- 8 Romano Angelo New Hampton 97.1
- 9 Weyant Larry Middletown96.9
- 10 Dickson Harold Walker Valley 96.3
- 11 Onorati R P Slate Hill96.0
- 12 Taylor William Port Jervis95.4
- 13 Gallagher Mary Bloomingburg95.4
- 14 Dunn Robert B Port Jervis95.0
- 15 Johnson Charles Middletown95.0
- 16 Walsh Edward H Middletown94.8
- 17 Weissert W F Middletown94.7
- 18 Cahill Floyd L Warwick94.6
- 19 Crawford J D Matamoras94.4
- 20 McCoy William H Middletown94.2
- 21 Eckerson Dennis Middletown94.2
- 22 Calicchio A A Middletown93.8
- 23 Sepulveda E Newburgh92.7
- 24 Getz Carl E Glen Spey92.6
- 25 Welsh Alice A Wurtsboro92.4
- 26 Fletcher James NYC91.9
- 27 Perreco James A Port Jervis90.2
- 28 Fidgeon Arthur Newburg90.0
- 29 Shoemaker John Newburgh89.9
- 30 Thompson Willie Middletown89.6
- 31 Palmer Harry L Beacon88.0
- 32 Clemmer Ray S Middletown87.5
- 33 Depalo John D Sparrowbush86.5
- 34 Lewis Robert H Middletown86.4
- 35 Cullen W R Middletown86.0
- 36 Gillespie R G Montgomery85.5
- 37 Whitby Roswell Middletown85.4

- 38 Miller George S Goshen84.9
- 39 Cross James C Middletown84.9
- 40 Bartholomew M L Bloomingburg 84.8
- 41 Youngblood A C Pine Bush84.8
- 42 Colonna Alex Poughkeepsie83.7
- 43 Kelly Paul R Matamoras83.2
- 44 Leidy Earl M Middletown82.9
- 45 Reglin James T Middletown82.6
- 46 Dunnigan R B Wallkill82.2
- 47 Judge Robert H Montgomery82.2
- 48 Cobey Patrick P Middletown82.1
- 49 Carter Thomas Spring Valley81.9
- 50 Urbanski S F Pine Island81.2
- 51 Mann Louis H Middletown80.4
- 52 Forrier William Middletown80.2
- 53 Hicks C Poughkeepsie80.2
- 54 Bell Frank D Port Jervis78.8
- 55 Michalczy K H Newburgh78.4
- 56 Contreras A Middletown78.3
- 58 Resto Paul Middletown77.8
- 59 Haugh Joseph A Pine Bush77.6

(To Be Continued)

EXAM 34-745
SR CLERK
Test Held May 3, 1975
List. Est. Sept. 2, 1975
(Cont. from Previous Edition)

- 1299 Seege Velda L N Tonawanda.....79.6
- 1300 Putney Thomas W Brockport 79.5
- 1301 Rodriguez F Brooklyn79.5
- 1302 Engler Harold Brooklyn79.5
- 1303 Surowiec F S Schenectady79.5
- 1304 Meiers M L Dunkirk79.5
- 1305 Hext Joann Albany79.5
- 1306 Graves Barbara Liverpool79.5
- 1307 Latrel David C Ballston S79.5
- 1308 McCullough L Schenectady79.5
- 1309 Waddington A Schenectady79.5
- 1310 Bruch Ted Buffalo79.5
- 1311 Lee Margaret H Commack79.5
- 1312 Tucci Maryanne Troy79.5
- 1313 Schaler Susan E Albany79.5
- 1314 Morgan Veronica Syracuse79.5

(Continued on Page 11)

Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Region, at 26 Federal Plaza, Manhattan; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

Agriculture

Title	Salary Grade	Exam No.
Meatcutter	GS-8	NY-0-30
Warehouse Examiner	GS-5, 7	CH-0-02

Business

Computer Operator and Computer Technician	GS-5 to 7	NS-4-15
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Engineering And Scientific

Engineering, Physical Sciences and Related Professions	GS-5 to 15	424
Meteorological Technician	GS-6 to 9	NY-0-43
Technical Aide	GS-2, 3	NY-0-22
Technical Assistant	GS-5 to 15	421

General

Freight Rate Specialists	GS-7, 9	WA-6-13
Junior Federal Assistant	GS-4	411
Mid-Level Positions	GS-9 to 12	413
Professional and Career Exam	GS-5 to 7	
Sales Store Checker	GS-3	NY-3-07
Senior Level Positions	GS-13-15	408
Technical Assistant	GS-4, 5	NY-5-07
Telephone Operator	GS-3, 4	NY-0-01
Teletypist	GS-3 to 5	NY-4-02

Medical

Autopsy Assistant	GS-4, 5	NY-9-05
Careers In Therapy	GS-6 to 9	WA-8-03
Dental Hygienist, Dental Lab Technician	GS-5 to 7	NY-5-09
Licensed Practical Nurse	GS-3 to 5	NY-5-06
Medical Machine Technician	GS-5 to 8	NY-3-02
Medical Radiology Technician	GS-5, 6	NY-0-25
Medical Technician	GS-5 to 7	NY-3-01
Nursing Assistant	GS-2, 3	NY-1-16
Nursing Assistant (Psychiatry)	GS-2	NY-0-05
Nurses	GS-5 to 12	419
Physician's Assistant	GS-7 to 11	428
Veterinarian Trainee	GS-5 to 17	WA-0-07

Military

Air Reserve Technician (Administrative Clerical/Technical)	GS-5 to 15	AT-0-59
Army Reserve Technician	GS-4 to 9	NY-9-26

Social And Education

Professional Careers for Librarians	GS-7 to 12	422
Psychologist	GS-11, 12	WA-9-13
Recreational Therapist	GS-5 to 7	NY-5-09

Stenography And Typing

Data Transcribers	GS-2	NY-4-05
Keypunch Operator	GS-2, 3	NY-3-01
Reporting Stenographer and Shorthand Reporter	GS-5 to 9	NY-9-17
Stenographer	GS-2 to 5	WA-9-01
Secretaries, Options I, II, III	GS-5, 6	NY-5-04
Typist	GS-2 to 4	WA-0-01

Jobs In The Military

Stripes And Bars

By Willard M. Burleson
Lt. Col. U.S. Army



The sad news went out from City University last month. Due to the city's fiscal crisis, mid-year enrollments are curtailed. Some 7,300 hopefuls have had to make other arrangements. Given the personal fiscal crisis of many people at this time, that becomes no easy task.

At best, the unemployed full-time student is an expense consideration in the family budget. The cost of maintaining that scholar at home is in excess of \$1,600 per year. That amount represents a fair share of rent, food, other housing costs, laundry and telephone bills. No matter how the family looks at it, an expense is involved.

If you are accepted for enlistment in the U.S. Army, you can have both financial advancement and educational advancement. An individual can build up both cash reserves and college credits. If you qualify and enlist in the Army and also qualify for admission to a participating "home" college, you can do it all on your own. The Army calls the cooperative education program "Project Ahead."

With immediate and continuing guidance from the "home" college, the soldier studies at other cooperating institutions while on active duty. When the enlistment period is over, the soldier-scholar becomes a civilian-scholar and enrolls at the home college to complete remaining requirements. The Army pays up to 75 percent of tuition costs while the soldier is on active duty. The G.I. bill underwrites costs when the veteran returns and enrolls in the local college.

Colleges in this area which are part of the 1,200-college network of Project Ahead institutions include St. John's, Pace, C. W. Post, Hofstra, DOWling, Fordham, St. Francis, Staten Island Community, Nassau Community, N.Y. Institute of Technology, Queensborough and Academy of Aeronautics.

The Army opportunity puts it all together—good pay, full-time work, part-time college, training and experience in a useful skill. All at no cost to the family. Gen. Fred C. Weyand, Chief of Staff for the Army says, "Project Ahead is the most exciting idea in education that the Army has ever offered." To point out the value of choosing an Army job which relates to one's career goals, I describe here certain jobs which are good mates for college studies in the Army.

MOS 96D Image Interpreter. Trainees. An excellent companion for advanced studies in intelligence or in a career in law. Intensive studies at the U.S. Army Intelligence Center. Techniques and methodology of imagery interpretation and reporting. Study aerial surveillance organization, limitations and capabilities. Learn photogram-

metry, tactical imagery interpretation and terrain observation.

MOS 81B Construction Draftsman. Trainees. For a person interested in engineering or architecture, this is a valuable skill. You'll gain a working knowledge of the preparation of working drawings, charts and graphs for the construction of roads, airfields, bridges, buildings, ports and harbors. Learn basic drafting, freehand and mechanical lettering. Study construction plans, materials, schedules, estimates and site plans. Applicants should have high school algebra and geometry credits.

MOS 76P Stock Control and Accounting Specialist. Trainees. An opportunity for good experience to add to college courses in merchandising. The U.S. Army Quartermaster School will train you in the methods of establishing stock records using automated document processing equipment. Learn to edit requests documents, manage stock records and assume responsibility for those tasks.

MOS 91E Dental Specialist. Trainees. A limited number of openings. Train to assist dental officers in examination, care and treatment of teeth and mouth. Learn the operation, maintenance and care of dental equipment. Course includes basic dental science, dental materials, dental records and dental radiology. Soldier-scholars interested in careers in medicine or biology will find this skill useful.

MOS 96B Intelligence Analyst. Trainees. Course provides enlisted personnel with a working knowledge to perform the duties of Intelligence Analyst in selected intelligence subjects and skills necessary to assist intelligence staff officers. Course elements include typing, preparing military correspondence, map reading, collecting, recording, maintaining and processing information. Methods of safeguarding classified defense information and processing requests for security clearances are studied. For highly motivated individuals, this job is a very useful employment companion for studies in law or security.

Computer projections indicate that men and women who are prepared to begin on or before March 1, will find openings in the following military occupational specialties: power generation equipment operator, field wireman, engineer equipment repair, motor transport operator, food service specialist and automotive repair. Persons already qualified for these openings should call their local Army representative and make a reservation in these classes. The nearest Army representative is found in the yellow pages under "recruiting" or via the toll-free number 800-523-5000. Examinations are held daily for persons seeking to qualify for entry.

Tailor, Printer, Salesperson, Others Wanted

CIVIL SERVICE LEADER, Tuesday, February 17, 1976

MANHATTAN — The following is a simulated radio broadcast by the New York State Department of Labor's Manpower Services Division. The jobs noted, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor—Job Bank.

If you find that today's openings aren't suitable for you keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember,

there is never a fee to you or to the employer who lists his job with us. Now the listing:

SPEAKER 1. In Manhattan, there's a job waiting for an **ALTERATION TAILOR** on women's coats. Hours (8:30 a.m. to 4:30 p.m.) can be adjusted. The pay is \$3.50 an hour, can go higher depending on job-seeker's experience.

2. A manufacturer of plastic bags in Brooklyn needs a **PRINTER**. Will set up and operate press to print colored designs on rolls of material. Applicant should have two to five years experience as a flexograph printer. The job pays \$4 an hour.

3. A Bronx wholesaler has an order in for a **SALESPERSON** to sell tobacco products. An applicant with one to two years of similar experience is preferred. Must be able to speak Spanish. Salary: \$150 a week.

4. A real estate management firm has an opening for a **PAY-**

ROLL CLERK who has at least five years experience in EDP, payroll bookkeeping, time cards, taxes and bank reconciliations. The job is in Manhattan and the salary is \$170 a week.

5. A college in Brooklyn is trying to fill the post of **BUILDING SUPERINTENDENT** for a 17-floor dormitory. Applicant must be able to do electrical, plumbing and boiler repairs have number six oil burner license. Will supervise five employees. Two to five years experience is required and

NYC Exec Meeting

MANHATTAN — A regular meeting of the executive board of the New York City chapter, Civil Service Employees Assn., will be held Thursday, Feb. 19, chapter president Solomon Bendet announced. The meeting, which will begin at 5:15 p.m., will be held in Miller's Restaurant, 233 Broadway near City Hall, Manhattan.

the job pays \$200 a week plus a free apartment.

6. A manufacturer of machine parts in Manhattan is seeking an **ESTIMATOR** on machine castings, forging, bar stock. Applicant must be a high school graduate and have at least five years experience in this field. Salary \$17,000-18,000 a year.

7. A Long Island firm is seeking a night shift **SUPERVISOR** for its molding department. Applicant must have two to five years experience in molding diversified materials and good technical background relating to injection molding. Salary \$210-250 a week, depending on experience.

8. Also on Long Island, there's an opening for a **PUNCH PRESS OPERATOR** to make aluminum fins for heating elements. Must do own set-ups. At least five years experience is required for this job paying \$3.75 an hour.

9. A **RADIO MECHANIC** is on

the wanted list in Brooklyn. Will troubleshoot and repair two-way fixed and mobile radio communications equipment. Must know solid state, read schematics, use hand tools. Applicant must also have an FCC second class license. Two to five years of experience is called for and the pay is \$9,500 a year and up.

10. A wholesale yarn firm in Manhattan is seeking a **STENOGRAPHER** who can take dictation at 80 words a minute, do correspondence on IBM selectric typewriter. Speedwriting is not acceptable. The starting salary is \$185 a week, going to \$200 after six months.

11. A manufacturer of ladies sportswear in Queens is calling for an experienced Singer **SEWING MACHINE OPERATOR** to do sectional work. Will pay about \$3.50 an hour, depending on experience.

12. There's a good part-time opportunity in Manhattan today for an **UPHOLSTERER** with all-around experience. Must have two to five years in the trade. It's a two to three-day week and the pay is \$5 an hour.

13. Turning to the Westchester job market now, there's a position waiting for a **METALLURGIST** with a BS or MS in this specialty and up to two years of related experience. Will work on projects connected with cryo-pulverizing and industrial gas technology. The pay is \$1,100 a month.

14. Elsewhere in Westchester, there's a position waiting for an **INORGANIC CHEMIST** to do wet chemical analysis on inorganic compounds. Must have at least five years experience in industrial research and a doctorate in the field of inorganic chemistry. The offered salary is \$1,675 a month.

15. Also wanted today: A **GOLD LEAF STAMPER** for a bindery in Brooklyn. Must have one to two years experience on a hand-fed Kensol machine. The pay is \$3 an hour.

ANNOUNCER: The phone number again for New York City jobs is (212) 488-7330. Make a note of it—488-7330. For the jobs we've noted outside the city, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

Onondaga Opens Seven Positions

SYRACUSE — Applications are being accepted until Feb. 18 for open-competitive posts as custodians, bookkeeping machine operators, building maintenance crew leaders, housing maintenance crew leaders, animal control supervisors, special programs supervisors and school purchasing officers with Onondaga County departments. Starting salaries range from \$6,587 to \$15,000 a year.

Written examinations for all positions are tentatively scheduled for March 20. Information and applications may be obtained through the Onondaga County Department of Personnel, 106 County Office Building, Syracuse, N.Y.

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TUESDAY, FEBRUARY 17, 1976



The Merger Rumor

NEARLY 30 years ago, country singer Eddy Arnold recorded a song called "Don't Rob Another Man's Castle."

We are reminded of this song by the announcement last week by the American Federation of State, County and Municipal Employees that it had sent a mass mailing to 150,000 state-employee members of the Civil Service Employees Assn.

It strikes us as highly unethical for a respected union, such as AFSCME, to be engaged at one level in talks with CSEA's top leadership and its expansion committee, while at the same time, through cleverly worded letters, seek to mislead half the CSEA general membership on those talks.

Since June 1973, when CSEA president Theodore C. Wenzl informed delegates to a Southern Region III meeting (at Grossinger Hotel in Liberty, Sullivan County) of merger probes with the National Federation of Federal Employees, there have been rumors that CSEA is ready to tie the knot with somebody or other.

During the ensuing years, the names of the Association of Government Employees, the National Education Association, the National Association of Government Employees and the American Federation of State, County and Municipal Employees have been bandied around.

It should be noted, also, that CSEA had, years ago, been affiliated with AGE, so the idea of affiliation is not entirely new. CSEA decided to withdraw, however, after a trial period.

AFSCME has, since it proposed merger with CSEA in April 1975, heavily campaigned among CSEA officers, directors and chapter presidents for acceptance of its offer.

Now if the national membership of AFSCME wants to spend its dues money to woo CSEA, they have a right to do so.

What we find objectionable are the insinuations that an AFSCME-CSEA merger is practically signed, sealed and delivered, and that all that is needed is a confirmation from the CSEA Delegates next month.

We expect the merger issue will come up all right, because the Delegates are being led by AFSCME to think that the CSEA leadership is double-crossing the membership.

In this approach, AFSCME is pursuing a policy followed by the Public Employees Federation in its attempt to split away the Professional, Scientific And Technical Bargaining Unit. Throughout that campaign, PEF continuously tried to undermine the employees' confidence in CSEA credibility by misrepresenting actions taken by the CSEA Board of Directors and officers.

Throughout the AFSCME campaign of misrepresentation, Dr. Wenzl has issued statement after statement denying the allegations. It was at a Sept. 6, 1975, meeting of CSEA's Syracuse Region V (at the Lake Placid Club, Essex County) that Dr. Wenzl may have made his most eloquent statement on the subject. He said:

"Until you hear from me, all these charges from AFSCME and PEF are untrue. Let's have confidence in ourselves and be united. We're all CSEA, so have confidence in me as your leader. When confronted with these lies, tell them it's not so, because 'I haven't heard it from my president.'"

No one denies the probes between CSEA and AFSCME, but talk is one thing and agreement another.

Just because former President Nixon met with Chinese Communist Party chairman Mao Tse-tung does not mean that either man renounced his own national citizenship.

If anything results, it is probably a greater appreciation for one's own castle.

Don't Repeat This!

(Continued from Page 1)

to skyrocketing insurance premium rates, which, with respect to surgeons and other medical specialists, have reached levels amounting to \$30,000 a year and more.

The Legislature will have to consider the problem against a backdrop of strikes throughout the state last year by physicians who refused to perform surgery and to provide other essential medical services, unless the state took some action to put an end to intolerable costs for malpractice insurance.

In California, Too

The experience suffered by people of this state last year was duplicated within the past several weeks in California, where physicians similarly refused to provide patient care unless that state took some action to set ceilings on insurance premium rates.

The crisis in New York last year was averted by an adroit maneuver by Governor Carey, when he appointed a Special Advisory Panel on Medical Malpractice. The mandate to the panel was to come up with a feasible program early this year, so that the Legislature would have ample opportunity to consider the recommendations.

The Panel has complied with its mandate and has submitted its recommendations. In many respects, these recommendations are not controversial. However, the key recommendation will generate a storm of controversy, which is likely to make the Annual Battle of the Budget seem like a minor skirmish.

Tort Liability

The key recommendation is to abandon the present system of tort liability in medical malpractice cases and in its place to substitute a no-fault medical injury system.

Sitting in the center of the controversy over this issue will be Senator John R. Dunne, Nassau County Republican, who is also Chairman of the Senate Committee on Insurance.

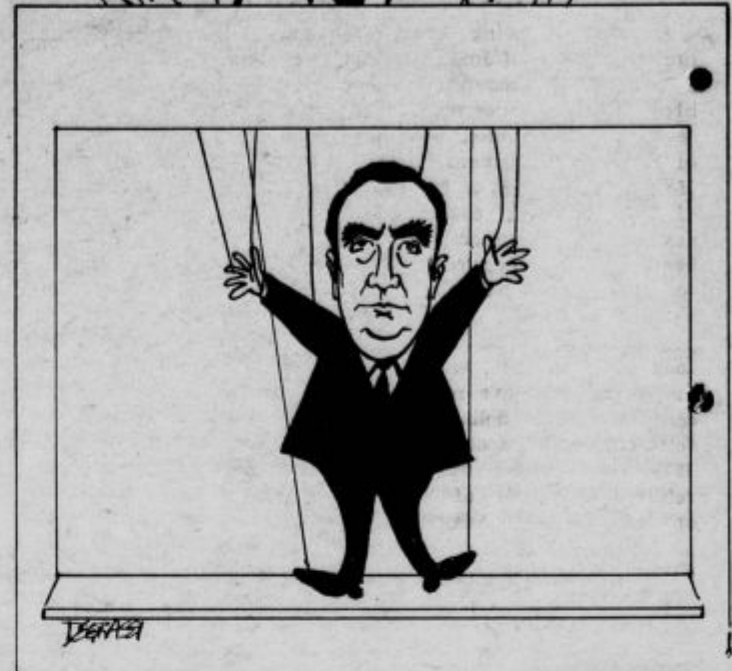
As chairman of that committee, Senator Dunne will have a major role in determining what bills are approved by that committee dealing with medical malpractice insurance. What is particularly significant about Senator Dunne's role resides not only in the fact of his chairmanship of a key legislative committee, but the respect that he holds of his colleagues in both the Senate and the Assembly for his expertise in the entire field of insurance.

Dunne Dissented

In light of that expertise, Governor Carey inevitably appointed Senator Dunne a member of his Panel on Medical Malpractice. And Senator Dunne filed a Minority Report and dissented vigorously from the Panel's recommendation to establish no-fault system in medical injury cases.

In no uncertain terms, Senator Dunne defined the principle recommendation of the Panel as "some unknown, undefined, and unevaluated medical injury compensation system." He wrote that the "concept of a no-fault injury compensation system is certainly worthy of study, yet it is too vague as to justify both the State's commitment to it at this time and an irrevocable abandonment of the present system which holds hope of being greatly improved as a result of

(Continued on Page 7)



Civil Service Law & You

By RICHARD GABA

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Two PERB Hearings

A Public Employment Relations Board hearing officer decided that the respondent Board of Education violated Sections 209-a(1)(a) and (c) of the Civil Service Law. The hearing officer found that the respondent had terminated two probationary employees, effective June 30, 1974, because of their participation in the prosecution of certain grievances. The hearing officer recommended that the Board of Education offer reinstatement to the two employees and make them whole for any loss in pay.

IT WAS ALSO indicated in that decision that the Board should not confer automatic tenure on the employees or interfere with the employer's opportunity to evaluate the employees on the basis of their actual on-the-job performance without being influenced by any part they may have played in protected activities. It was further recommended that the school district be ordered to cease and desist from discriminatory acts toward members of the Association. The district filed exceptions as did the employees who claimed that they should have been awarded tenure. Upon review by PERB, the hearing officer's decision was upheld. In response to the district's arguments, that the performance of the employees was poor and justified their termination, the board pointed out that, "Whether or not their performance was sufficient to justify their termination not controlling therein; and the employer may terminate probationary teachers for good reason or bad reason so long as it does not do so for an illegal reason, such as the exercise of rights that are protected by the Taylor Law.

"THUS, THE QUESTION before the hearing officer and us is not whether the (employees) could have been dismissed on the basis of their performance, but rather whether they were dismissed because of their active participation as members of the Association's grievance committee." In a footnote, the board pointed out that this order was not intended to confer automatic tenure, or in any way reduce the employers right to evaluate the two teachers. It contemplated an offer of re-employment for the 1975-76 school year, with the understanding that the employees will be considered for the granting of tenure and/or re-appointment on the basis of the number of the full years actually worked. In the matter of Sag Harbor UFSD Case 2-1298, 8 PERB 3137.

(Continued on Page 10)

RETIREMENT NEWS & FACTS

By A. L. PETERS

NYCTRS Underfunded?

A letter is being circulated under the name of Joel L. Frank, a teacher of accounting at a high school, concerning "the severely underfunded condition of Teacher's Retirement System." He points out that if the assets of TRS had been converted to cash in 1967, each active member would have received 40 cents for each dollar he or she was entitled to in the city-provided pension; that if this conversion took place in 1970, each active member would have received 24 cents for each dollar; and if this conversion took place in 1973, each member would have received the sum of 9 cents on each dollar. Against this, he adds an implied condemnation of the "city rescue package" and asks the question: "Has the traditional scope of the trustees' obligation changed?" He points out that the Retirement Corporation of the International City Management Association provides a deferred compensation retirement plan for units throughout the nation which have many advantages, both in budgeting for the city and security for the pensioners.

When a couple has separated, many problems arise regarding eligibility for social security. Under a new ruling affecting the supplemental security income law, when a couple has been separated for six months or more they are now considered to be individuals. A wife cannot receive payments as a wife but may be eligible for payments as an individual.

There is much confusion about the difference between Medicare insurance and Medicaid. Medicare covers your hospital bills.

This is automatic if you are a recipient of Social Security benefits. However, to get coverage for doctors' bills, you must apply for and pay a modest premium (\$92 a year). If you are receiving a check for Social Security, the premium will be deducted from your payments. Other benefits are provided to disabled and in other special cases. Medicaid, on the other hand, is available only to those who cannot afford to pay. To qualify you must be substantially impoverished. However, you can buy the coverage from an insurance company for relatively little (less than \$100 a year).

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of unclaimed checks from the New York State Employees' Retirement System and the State Policemen's and Firemen's Fund. The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals whose membership terminated pursuant to the provisions of section 40, paragraph 1 of the Retirement and Social Security Law on or before August 31, 1974.

- (Continued from last week)
- Walling, Jane Washingtonville
 - Walton, Dorothy A. New Haven, Conn.
 - Walton, George Baldwinsville
 - Wells, Jane M. Troy
 - Weston, Marilyn J. Endicott
 - Wheeler, Alice W. Philadelphia, Pa.
 - Whitaker, Kendall R. Schenectady
 - Wigaysire, Lella New York City
 - Wilcox, Catherine J. Clinton
 - Wilkinson, Russell Lancaster
 - Wilson, Alfred L. Jackson Heights
 - Wimpy, Howard M. New York City
 - Winans, Joanne Syracuse
 - Wofe, Midred Brentwood
 - Worth, Winfield A., Jr., M.D. Springfield, Mo.
 - Wright, Louise L. Brooklyn
 - Wright, Vernelle F. Bronx
 - Wyckoff, Doramoy S. South Hempstead
 - Zalengowski Stanley L. Reading, Pa.
- (To Be Continued)

What's Your Opinion

QUESTION

Would you vote for a referendum to restore laid off members in the police and fire departments?

THE PLACE

Lower Manhattan

OPINIONS

John Stevely, accountant: "I don't think I would back the referendum to rehire laid off police and firemen because I believe that it should be left up to the mayor and his committee to decide just what is best for the city. I don't have the expertise as far as city finances are concerned, so I would have to leave it up to them. We have a mayor that runs the city and he should run it. He was elected for that.

"We're in a sorry plight now. The revenues of the city are going down drastically and we just can't keep on spending if we are going to survive."



Leonard Landon, researcher in Office of Management and Budget: "I would have to consider it. The problem, just looking at the Stavisky Bill, is that nobody wants to bear the burden and it's impossible to come up with a formula which would balance all considerations. I don't blame people for not wanting to lose their jobs but the point is you have to give somewhere. I guess I would vote against it because

the city budget is not a bottomless well so you have to strike some kind of balance. It's possible that the balance they've struck now is as fair as possibly can be. This is a political environment. Nobody wants to lose their jobs. Everyone wants maximum service and nobody wants to pay more."



Harvey Glasser, law secretary to Supreme Court Judge: "Yes, I would because it appears we're in the midst of a very serious crime wave in New York and in addition to that there have been a tremendous number of fires recently which are ravaging certain areas of the city. I would definitely be in favor of increasing the size of the police department and the fire department back to the old levels. I think it's a question of priorities. This is a number one priority. The situation requires it."



Benjamin Waxman, salesman: "Very definitely. These people should be rehired. I have sent a letter to State Assemblyman Hochberg to hold a meeting of the constituents in regard to that because I feel that the cuts in the police and fire departments are a very poor economy. I think the cuts are more of a hindrance to the city than a help. I'm sure money could be found to finance at least those two departments even at the expense of others. These are two vital services that should not be curtailed in a city of this size and dimension."



Rachel Backer, attorney: "I certainly advocate and urge the restoration of the cuts in the police department and the fire department. They never should have been cut in the first place. It makes me very angry. These are the most essential municipal services and are required for the protection of the life and safety of the inhabitants of this city."



Abraham Murza, bookkeeper: "I would vote for a referendum for restoring the police and fire cutbacks. Sure, because it's very useful. Today it's very dangerous even to walk the streets without police protection. Crime is increasing. We want more protection. All these useful services should be restored to full strength. That's my opinion. The amount of fires is also very dangerous.



LETTERS TO THE EDITOR

Nyquist's Power

Editor, The Leader:

I am a frequent reader of the column by Dr. Bloomfield. One particular recent piece sets forth the highlights of a question and answer period in a series of speeches by the Commissioner of Education of the State of New York. I believe an erroneous impression has been created by Dr. Nyquist in one of his answers to the question of "pupil participation and on the matter of student dress."

In connection therewith Commissioner Nyquist's reply is: "Well on the first one I don't know how many of you know but I have a quasi-judicial capacity—any citizen can bring a grievance pertinent to education in the elementary and secondary system and I can make a decision. It's an appellate procedure with no jury or witness. That can be appealed in the courts."

Two Nassau County legislators are well aware of the commissioner's "quasi-judicial capacity." In point of fact one of them, Assemblyman George J. Farrell Jr. of Floral Park has charged that under current education law

the commissioner sits in judgment of himself and that the authority he retains would be the envy of any Latin American dictator. The other, East Williston Republican State Senator John Caemmerer maintains that this unwarranted authority of the commissioner is in reality exempt from review in any place or court.

Assemblyman Farrell clarified this issue in a personal letter to me pursuant to my inquiry to him in the matter in the following statement: "Despite the fact that Section 310 of the Education Law provides inter alia that on appeal the commissioner's decision "shall be final and conclusive and not subject to question or review in any place or court whatever," the New York State Court of Appeals has determined that it does have the right to review a decision on appeal by the State Commissioner of Education where such determinations are purely arbitrary. As a practical matter, however, you will find that when a matter is appealed to the Commissioner of Education, there is no requirement that any record of minutes be kept. In

view of the fact that the Court of Appeals may review solely those matters which are contained within the 'four corners' of the record of appeal available, the commissioner's determination, for all practical purposes, stands as final and conclusive."

In closing, the only suggestion I would have in connection with this matter is that the public information be corrected with respect to self-serving and erroneous statements regarding the authority of the Commissioner of Education of the State of New York inasmuch as they do not reflect reality but only serve to mislead and misinform.

ALBERT A. CORIOU
Jackson Heights

On Inspections

Editor, The Leader:

It was noted with interest in your Feb. 3 issue that Mr. Louis Levine has submitted his resignation as state industrial commissioner.

At an April meeting in New York City last year he was blamed by the body of N.Y. State Factory Inspectors for being first in

favor of continuing state safety inspections. According to your Short Takes article he resigned because of his disagreement with the Governor, citing this as reportedly one of the reasons.

It is my understanding that the federal government's tenure will be up in June of this year. Is any action being taken to compare the effectiveness of the two agencies and if the State organization was more effective, can anything be done to bring back the safety inspections by New York State?

RICHARD W. FLETCHER
Williamson

Count Me In

Editor, The Leader:

The "Dump Carey" letter (Leader, Jan. 20) by Donald McFadden should be considered by all New Yorkers, not only because of Carey's raising his staff's salaries while laying off the low-paid worker, but also because of the Governor's restrictive means of aid to the City of New York.

You can count me in on the "Dump Carey" now!

BILL FRIEL
Rockaway Park

Don't Repeat This!

(Continued from Page 6)

other proposals in the report." What troubles Senator Dunne is that this recommendation of the Panel will result in a tremendous increase in the cost of health care, a consequence which, he says, was ignored by the majority members of the Panel "despite the warnings of experts who appeared before the panel."

At the moment this critical issue is obscured by other im-

mediate problems confronting the Legislature. However, the issue will soon rise to the surface and place Senator Dunne in a leadership position for a state program to put an end to onerous premium rates for doctors, and to provide the best possible medical care to the people of our state at the lowest possible costs.

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WAGES RISE

WASHINGTON, D.C. — Entrance salary rates for federal inhalation therapy technicians and medical radiology technicians have risen, the U.S. Civil Service Commission announced last week.

Inhalation therapy technicians at GS-4 now earn \$9,306 a year; at the GS-5 level, \$10,117; GS-6,

\$10,942; and at GS-7, \$11,414 a year. Medical radiology technicians in New York City at the GS-4 level receive \$10,104; GS-5 workers earn \$10,713; and individuals at GS-6 receive \$11,806.

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Civil Service Law & You

(Continued from Page 6)
IN NOVEMBER 1974, the Albany Police Officers Union filed a charge of improper practice against the City of Albany, alleging that its commissioner of public safety and its chief of police violated Section 209-a(1) (a) (b) (c) and (d) of the Taylor Law by improperly instituting a new tardiness rule. The City denied that its actions were improper in a formal hearing held in September 1975. Numerous witnesses testified at the hearing to the effect that tardiness was readily observed at roll calls in new as well as old-time employees. It appeared that tardiness was quite commonplace. Rules of the Department require that each member be punctual. However, reporting late for duty was excused, and at the most, an offender would be "chewed out" by his immediate superior. However, no record was ever made of these verbal reprimands.

there was a violation of 209-a (1) (a) because subsequent to the union's certification, the city unilaterally introduced certain monetary penalties for lateness.

THE HEARING officer found that the actions of the City were improper interferences with an employees' rights under the Taylor Law, therefore recommending that the City be ordered to negotiate in good faith with the union by rescinding the minimum monetary penalty rule and to cease and desist from unilaterally changing work rules or instituting new work rules and to cease and desist with restraining and coercing employees as a result of their exercise of rights protected by the Act. In the matter of City of Albany Case U-1367, 8 PERB 4658.

THIS ALL CHANGED when the union petitioned for an election and two days after the election, the union's president was told by his superior officer that he would be brought up on charges on lateness. The union argued that bringing up its president on charges amounted to the installation of a new tardiness rule since everyone who reported late for work after the election was formally charged under Civil Service Law Section 75 with "neglect of duty." Employees testified that they were told by a lieutenant that the institution of the penalties was "because of the union." The hearing officer pointed out that the issue of tardiness was a mandatory subject of negotiations, and there was no evidence in the record that the union had waived its right to negotiate over it; in fact, it had submitted proposals to the City in the course of negotiations pertaining to that issue. The hearing officer pointed out that the unilateral change in approach on the issue of tardiness was instituted between the election and the union's certification when the City was not under an obligation to bargain and, therefore, could not constitute a violation of 209-a(1)(d). The hearing officer did find, however, that

Law Library Clerk Positions Opening

MANHATTAN—The Office of Court Administration, on behalf of the Administrative Board of the Judicial Conference, is accepting applications until Mar. 5 for senior law library clerk posts in Rensselaer and Oneida Counties. Written tests will be held on April 10.

The Rensselaer post has a starting salary of \$7,405 a year and the Oneida position pays \$5,353 to \$8,196 a year. Applicants for both posts must be high school graduates with three years' experience in a library clerical position.

Applications may be obtained from the Examination Unit, Judicial Conference, Room 1208, 270 Broadway, New York, N.Y. 10007.

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Two Onondaga Promotions Set

SYRACUSE—Onondaga County civil service employees have until Feb. 18 to file for promotion exams of custodian II and animal control supervisor with the Onondaga County Department of Personnel. The starting salaries will vary depending upon job location.

Examinations for both posts will be held March 20. For applications and detailed announcements, candidates should contact the Onondaga County Department of Personnel, 105 County Office Building, Syracuse.

Office Workers

SPRING VALLEY—Typists, stenographers and transcribers/typing specialists are continuously being recruited by the Rockland County Personnel Office.

Applicants should contact the New York State Employment Service Office, 50 Commerce St., Spring Valley, N.Y.

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Housing Police Present Awards To 23 Members

Twenty-three New York City Housing Police Department members have been awarded the department's education achievement citation for continuing their education past high school. The awards, presented Feb. 5 by Chief Daniel Daly, went to officers who recently received a degree ranging from associate to master's.

The award winners are Ptl. John Pegrum, Herman Gooden, Alfred Gibson, Charles Gilchrist, James Hartes, Mauro Capobianco, Douglas Zeigler, Eugene Assencao, Charles Humber, Albert Brown, Frederick Carington, Michael Mihalics, Kenneth Henry, Samuel Goods, Ted Rogers, and Raymond Pietranico.

Others honored are Sgts. Harry Pierson Jr. and Fred Brown; Lt. James Marcus; Capt. John Bannon, Marvin Krivitky and Marvin Hunt; and Det. Kershaw McClane.

Thayer In Hospital

Leader columnist Paul Thayer was admitted into Holy Name Hospital, Teaneck, N.J., last week due to a recurrence of an earlier back injury.

Hospital officials say Mr. Thayer will remain there for an unspecified period. His weekly column, "Fireflies," will continue, in the Leader Two-Star edition however. He can be contacted at (201) 837-3509, ext. 733, room 408.

Veterans Administration Information Service Call (202) 389-2741

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Associate Actuary (Casualty)	\$18,369	20-416
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Senior Actuary (Life)	\$14,142	20-519
Clinical Physician II	\$31,056	20-415
Compensation Examining Physician I	\$27,942	20-420
Dental Hygienist	\$ 8,523	20-107
Dietitian	\$10,714	20-124
Supervising Dietitian	\$12,760	20-167
Electroencephalograph Technician	\$ 7,616	20-308
Food Service Worker	\$ 5,827	20-352
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Industrial Foreman	\$10,714	20-558
Laboratory Technician	\$ 8,051	20-121
Public Librarians	\$10,155 & Up	20-339
Licensed Practical Nurse	\$ 8,051	20-106
Mental Hygiene Asst. Therapy Aide	\$ 7,204	20-394
Mental Hygiene Therapy Aide (TBS)	\$ 7,616	20-394
Motor Equipment Repairman (Statewide except Albany)	\$ 9,546	varies
Nurse I	\$10,118	20-584
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
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Pharmacist	\$12,670	20-194
Senior Pharmacist	\$14,880	20-194
Principal Actuary (Casualty)	\$22,694	20-417
Radiology Technologist	(\$7,632-\$9,004)	20-334
Radiology Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Senior Medical Records Librarian	\$11,337	20-348
Asst. Sanitary Engineer	\$14,142	20-122
Senior Sanitary Engineer	\$17,429	20-123
Specialists in Education	(\$16,358-\$22,694)	20-312
Stationary Engineer	\$ 9,546	20-100
Senior Stationary Engineer	\$10,714	20-101
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Vartype Operator	\$ 6,811	20-307

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

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Grossfield, In Attack On Carey, Labels State Budget 'A Fraud'

ROCHESTER—Gov. Hugh L. Carey is attempting to impose sacrifices on state employees that few other citizens in the state are being asked to make, the president of the Rochester chapter of the Civil Service Employees Assn. said.

Samuel Grossfield, speaking on Rochester's Channel 10 (WHEC-TV), called Governor Carey's budget "a fraud" and said the Governor is attempting to "gull" the public.

Mr. Grossfield appeared on the weekly 30-minute "Newsmaker" show with a panel that rebutted remarks made in defense of his budget by Governor Carey a week before on the program.

Other panelists were John Woods, president of the New York State School Boards Assn., Mayor Thomas Ryan of Rochester, and Joseph Ferrari, president of the Monroe County Legislature.

Freeze Perpetuated

Mr. Grossfield said the Carey budget perpetuates a freeze on salaries initiated by the Governor a year ago.

"It cuts down the actual take-home pay of state employees in these inflationary times," he said.

By forcing layoffs among state employees, he said, county and municipal services as well as state services will suffer because of the domino effect.

"It puts an intolerable burden on all of us and relieves Governor Carey of having to face the problem at this particular time," Mr. Grossfield said.

He said state employees have been caught in a tug-of-war between the Governor and the taxpayers.

"When he took office he said he was going to keep taxes where they were. Later, he proposed tax increases, but dropped the idea because of the howls of protest. He tried it again and got more howls," Mr. Grossfield said.

The Rochester leader said state employees are looking for leadership. "We consider the Governor the head of our family. We do the work, but he's the one who has to set the stage and order the priorities. We and the rest of the country are looking for someone who isn't going to play this game and say someone has to be the bad guy."

The public must recognize that state services cannot be reduced to the point where "the jobless won't get their unemployment checks and where people won't be taken care of in the hospitals, schools and prisons. We need someone who'll say it isn't just the money we're talking about," he said.

"Who Couldn't?"

When the program's moderator, Warren Doremus, recalled that Governor Carey said the layoffs mean that efficiency will have to be increased by those still on the payroll, Mr. Grossfield called that "a sweeping generalization.

"It's like me saying to you that you can improve your moral standards or your physical condition. Who couldn't?" Mr. Grossfield replied.

"At the State Agricultural and Industrial School at Industry, there's been a 25 percent reduction of staff, but the employees who remain can't cope with the number of boys running away now. The newspapers are full of stories about them."

Mr. Grossfield also said the reduction of the meat inspecting

staff has left the state "without any standards whatsoever."

"And the Governor practically decimated the OSHA inspectors who were responsible for the safety of schools, factories and other buildings. Where are the federal inspectors? They're nowhere around."

Employees left behind under worker reductions "are not going to redouble their efforts to pay for salary freezes and bigger workloads," Mr. Grossfield said. "You expect them to thank the Governor for doing these things? No way."

He said the answer to the question of whether services will suffer is "categorically yes. Morale is being shattered now. The Governor is showing an amazing nonchalance about the effect on morale. It will have a devastat-

ing effect on productivity."

Asked about the possibility of a strike by state employees this year, Mr. Grossfield said, "Even in our own ranks we're having a lot of torment. We don't want to do anything to hurt the public, but we have to keep our options open even if it means a job action."

"What Would You Do?"

"What would you do if you were Governor?" Mr. Grossfield was asked.

"I'd fire a lot of the political appointees who are no-shows, the party payoffs," he replied. "I'd reduce the Governor's staff and other executive staffs. I'd take the brake off and put the state in forward gear. I'd create jobs that would provide taxes and do more for the state and the public than layoffs."

Update Albany Region Delegates

(Continued from Page 16)

"last offer binding arbitration,"—a process where both sides make a final offer with the arbitrator selecting one.

"This means the odds would become more remote that last year could happen again," said Mr. Langer. That year saw state workers given a one-time \$250 bonus instead of a wage increase.

Elections also made news at the meeting. In a recent vote in the State Department chapter, Frank Lasky was named president. But the biggest election news was that the region treasurer's post was open. The incumbent, Harold Ryan, is leaving

State government.

Instead of holding a treasurer election immediately, the delegates decided to table the issue until the March region meeting. A group of the regional executive committee members and chapter presidents will study possible candidates and make their feelings known in March.

Food Co-op

Region members will still have to wait a bit longer to purchase food at a discount. The uptown committee, which has been looking into opening a CSEA food co-op since last fall, had only bad news. Chet Sadowsky, committee chairman, said talks with the

Plan For 40% Staff Cut Draws CSEA Anger

(Continued from Page 1)

a 'low' violation rate to the Budget Division, but for the poor, the aged, the working man, the middle-income families and the minority groups who depend on the protection of minimum wage laws and surveillance by state investigators, these investigations represent a tremendous savings in wages that would otherwise have been illegally denied these workers," Mr. Blom said.

He also added that the elimination of the program would especially discriminate against uneducated and unskilled workers who will now be dependent on the good faith of their employers as their only hedge against noncompliance with present state labor laws.

"This decision by the Budget Division is unacceptable to CSEA as it is directed toward the people who can least afford a loss of wages due to underpayment," Mr. Blom added.

CSEA is equally concerned about drastic changes in staffing

which caused the layoffs of some career civil servants; others found themselves transferred into lower paying positions with the department.

"The layoffs are based on seniority rights but, with projected reductions as massive as these, all division personnel are affected in one way or another," Mr. Blom pointed out. He explained that employees retained in the department would experience a greater backlog of wage claims and other complaint investigations which would result directly in a further reduction in services available to workers who, on a personal complaint basis, approach the division for assistance.

"The far-reaching impact of this decision is staggering," he said. "The state employees laid off, transferred or bumped, and the hourly worker as well, have been targeted, unfairly, as victims of this senseless decision made arbitrarily by the Budget Division."

According to the CSEA official, an appeal by public employees and workers in private industry to stave off reductions in the minimum wage inspection program should be directed to Budget Director Peter C. Goldmark Jr. at the State Capital in Albany. A coupon expressing opposition to severe budget cuts in the minimum wage inspection program is printed on this page for the convenience of Civil Service Leader readers and their families who oppose the Budget Division's decision and wish to make their viewpoint known.

"The pressure of public opinion might, in this case, be the only way to prevent the imminent hardship this decision by the Budget Division will impose on public and private employees alike," Mr. Blom said.

★ ★ ★

Albany Man Takes First Jan. Idea \$

Ten state employees won a total of \$360 in cash awards in January for money-saving ideas submitted to the New York State Employee Suggestion Program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total over \$12,800.

Awards, award winners, and their residences are:

\$100—David Canfield, Albany, Education Department.

\$50—Allan Gettleman, Brooklyn, State Insurance Fund.

\$35—Scott Plumadore, Albany, Department of Audit and Control.

\$25—Paul J. Deecher Jr., Troy, Education Department; Susan Jaquish, Albany, Public Service Commission; Robert E. Gaffigan, Schenectady, Audit and Control; David L. Drotar, Al-

bany, and Charlotte Pelletier, Cohoes, both employees of the Department of Agriculture and Markets; Gladys R. Kimble, East Aurora, and Providence V. Domino, Buffalo, both Department of Motor Vehicles.

Cash award winners also receive certificates of merit. Certificates of merit also were awarded to Ralph Welikson, Brooklyn, Workmen's Compensation Board; John E. Delehanty, Poughkeepsie, Department of Transportation, and Marvin Scharf, Bronx, Department of Motor Vehicles.

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TO: Peter C. Goldmark Jr.
Director, State Division of the Budget

I have read an article in the Civil Service Leader pertaining to your division's plan to impose a 40 percent reduction in staff from the Department of Labor's Division of Labor Standards and believe it to be an unwise decision that will bring severe negative results in both the public and private employment sectors. I am opposed to budget cuts in the minimum wage inspection program that will, in effect, discriminate against all hourly workers in this state as well as cause a drastic reduction in the services formerly available to the public from the employees of this program.

SIGNED _____

ADDRESS _____

MAIL TO: Peter C. Goldmark Jr., Director of the State Division of the Budget, State Capital, Albany, N.Y. 12224.

Questions & Answers

Q. My grandmother is 77 and has no income except for a monthly social security check of \$115. She does own a small home, and has some personal property and other assets. Would her assets make her ineligible for supplemental security income?

A. An individual may have resources (assets) worth up to

\$1,500 and be eligible for supplemental security income. In figuring this \$1,500, not all resources are counted. A home with a market value of \$25,000 or less (\$35,000 or less in Alaska and Hawaii) is not counted. Personal effects or household goods with a total market value of \$1,500 or less are not counted. Certain other assets also are excluded.

Latest State And County Eligible Lists

(Continued from Page 12)

- 603 Winnie Garry L Greenville82.4
- 604 Dill Karen J Bay Shore82.3
- 605 Rohde K M College Pnt82.3
- 606 Bernowicz Anna Forest Hills82.2
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- 644 Gamble Margaret Rego Park81.8
- 645 Vanalstyne Dawn Albany81.8

- 646 Clough Ruth W Schenectady81.8
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- 658 Moran Donna M Cohoes81.5
- 659 Wilson Sheila J Schenectady81.5
- 660 Musacchio Mary Oswego81.5
- 661 Mass Gloria Brooklyn81.4
- 662 Rejack Peter D Schenectady81.4
- 442A Hudak Olga A Watervliet85.0
- 664 Totten Edgar L Albany81.3

- 665 Scheumann Julia Bronx81.3
- 666 Wuerdeman Amy E Troy81.3
- 667 Jones Rollin E Selkirk81.3
- 668 Mason Larry Jamaica81.3
- 669 Beckle Ann J E Syracuse81.3
- 670 Cade Velton J Albany81.3
- 671 Hanker Irene Belle Harbor81.3
- 672 Schultz Thelma Schenectady81.3
- 673 Clark Donald G Rensselaer81.2
- 674 Castano Barbara Alden81.2
- 675 Dicerbo Joyce Schenectady81.2
- 676 Pinsker Mark N Bronx81.2
- 677 Waiters Miriam Brooklyn81.2
- 678 Wallace Hester Brooklyn81.1
- 679 Bauchan L B W Seneca81.1
- 680 Kenyon E J Northville81.1
- 681 Jones O I Jamaica81.1
- 682 Qualtere Angela Schenectady81.1
- 683 Warren Linda J Sand Lake81.1
- 684 Jackson Myrtle Catskill81.1
- 685 Conti Nicholas Staten Is81.0
- 686 Rochford C F Schenectady81.0
- 687 Garcia Anamaria Bronx81.0
- 688 Wilson Elsie B Bronx81.0

- 689 Elwood Gloria J Oriskany81.0
- 690 Davis Margaret Buffalo80.9
- 691 Weber Nancy W Dansville80.9
- 692 Signorelli S R Rome80.9
- 693 Demarco Barbara Colonie80.9
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- 695 Depasquale Nina Silver Creek80.8
- 696 Green Richard T Albany80.8
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- 698 Gregg Emma Far Rockaway80.8
- 699 Chiera John J Troy80.7
- 700 Feinzig M Queens Vill80.7
- 701 Stanley Celeste Jamaica80.6
- 702 Johnson Janice Brooklyn80.6
- 703 Ventresca R Brooklyn80.6
- 704 Powell Barbara NYC80.6
- 705 Salter Delores Buffalo80.5
- 706 Lahera M M Albany80.5
- 707 Dufresne Sharon Cohoes80.5
- 708 Johnson Carol A Mechanicvil80.5
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- 718 Rockstroh Debra Watervliet80.2
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- 720 May Marion M Rochester80.2
- 721 Parmelee Flora Perry80.2
- 722 Sano Joan M Albany80.2
- 723 Leigh Earline Albany80.2
- 724 Trantham F M Albany80.1
- 725 Shine Lilie W Bronx80.1
- 726 Rebilas Sandra Buffalo80.0
- 727 Lam Lidia Brooklyn80.0
- 728 Lague Joel G Cohoes80.0
- 729 Sears Kathryn E Albany80.0

(To Be Continued)

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor, New York 10048 (phone: 468-4248; 10 a.m.-3 p.m.); State Office Campus, Albany, 12226; Suite 750, 1 W Genesee St., Buffalo 14202; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

Various State Employment Service offices can provide applications in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 1209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

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Albany Region IV Delegates Get Update On Latest Developments

By ALAN BERNSTEIN

LATHAM—Change and its implications were the keynotes of the Civil Service Employees Assn.'s Albany Region IV meeting at Michael's Restaurant here last month.

Delegates attending were introduced to new CSEA attorneys and new chapter presidents and saw the preliminaries to the election of a new region treasurer.

Opening the meeting, region president Joseph McDermott predicted that if CSEA could muster 10 percent more votes statewide in the Professional, Scientific and Technical Bargaining Unit challenge of the Public Employees Federation, CSEA would remain the unit's bargaining representative. His prediction came true

about two weeks later when CSEA outpolled PEF by more than 4,000 votes in the election.

"We did get the vote out," said Mr. McDermott later.

Lobbying Efforts

The region president introduced James Roemer, who will be temporarily heading the law

team representing CSEA. Until a full staff can be gathered, Mr. Roemer, along with James Featherstonehaugh and Bruce Martin, will be helped in CSEA's lobbying activity by the statewide political action committee. The union's former law firm recently resigned.

Bills and the State Legislature were also big issues discussed by statewide political action committee chairman Martin Langer. Mr. Langer, chairman since last August, said the committee will take a new course of action in submitting bills this year. Instead of trying to encourage passage of many bills simultaneously, the committee will support only one piece of legislation at a time and will monitor its progress to passage or defeat.

The committee, according to Mr. Langer, will not seek to have the Taylor Law amended or abolished, but will try another angle in attempting to give state workers a stronger position in bargaining. Through legislation, the committee hopes for approval of

(Continued on Page 14)



CSEA vice-president Joseph McDermott, who heads Albany Region IV, urges all-out effort to secure victory in Professional-Scientific-Technical Bargaining Unit election so that contract negotiations can begin for the 40,000 PST employees.



Active part in debate was taken by Roger Hoyt, first vice-president of Tax and Finance chapter 690. In foreground is CSEA director Gerald Purcell (Executive), ranking vice-president of General Services chapter 660.



Education chapter 657's Gerry Dickson speaks out during discussion. Listening are Ernest Dumond, right, and chapter president Nicholas Fiscarelli, center. Mr. Fiscarelli is also the CSEA director from the Education Department.



Spirited participant in discussion is Joseph Skelley, treasurer of Department of State chapter 689.



Margaret Dittrich, president of Motor Vehicles chapter 674, gives her opinion during debate. Chapter delegates Kitty Manns and Patrick Rutledge are seated at extreme right of photo and chapter secretary Mildred Buckley at extreme left.

(Leader photos by Brian Triller)



Fellow CSEA directors and regional first vice-presidents Jean C. Gray (Authorities and Albany Region IV) and Ralph Natale (Nassau County and Long Island Region I) confer during meeting. Also at head table are Region IV third vice-president Eileen Salisbury, left, second vice-president John Vallee, second from right, and CSEA chief counsel James Roemer.



Seemingly intent on studying reports and taking notes are, from left, Region IV secretary Julia Braden, CSEA attorney Richard Burstein, statewide political action chairman Martin Langer, and CSEA state programs administrator Bernard Ryan. Mr. Langer updated delegates on the union's new policy of legislative lobbying.